



AFLOAT COMMITTEE



Navy-Marine Corps Safety Council
21 SEPTEMBER 2004

21 SEPTEMBER UPDATE



MEETINGS	MARCH '04 AREAS OF INTEREST
<ul style="list-style-type: none">Improved representation added ACU/CNI membersContinuous interaction - including monthly meetings<ul style="list-style-type: none">30 March 27 April25 May 22 June13 July 24 August	<ul style="list-style-type: none">Private Motor Vehicle SafetyASCAS ImprovementsDevelop Afloat Culture WorkshopsComplete On-Site SurveysIncorporate ORM TrainingCommand Involvement <div>'Intrusive Leadership' is enabler</div>
ACCOMPLISHMENTS	FY '05 CHALLENGES
<ul style="list-style-type: none">Incorporated Afloat Safety training into F RTPFlag 'P4' messages heightened awarenessSafety Programs in Command Excellence ProgramsASCAS Modifications to support better trendingORM Immersion training for SUBFOR Units	<ul style="list-style-type: none">Meet CNO goals - reduce off-duty fatalities (#1 issue)Team with CNI to improve PMV safety trainingFocus on Fatal Factors and Intrusive LeadershipImprove Metrics/5 year rolling averagesImplement Afloat Safety Cultural WorkshopsSupport 75% Mishap Reduction through FY08



We are mainstreaming safety
Navy-Marine Corps Safety

PRIVATE MOTOR VEHICLE SAFETY



MARCH '04 RECOMMENDATIONS	ACCOMPLISHMENTS
<ul style="list-style-type: none"> • Improve Education - <u>Fund Traffic Safety to SL -1</u> • Enforce Accountability <ul style="list-style-type: none"> • Active Senior Leadership Engagement • Traffic Safety - linked to awards programs • Maximize off-duty ORM <ul style="list-style-type: none"> • Prevent for Zone A Sailors • Highway Patrol training for all returning units 	<ul style="list-style-type: none"> • Command Excellence evaluates Safety Programs • TYCOM 'P4' msgs direct command-level reviews <ul style="list-style-type: none"> • Analysis of probable causes • Khaki-level involvement - "intrusive leadership" • Adequacy of command programs/processes • Lessons learned • Worked with CNI - identified Traffic Safety
FUTURE WORKing issues	
<ul style="list-style-type: none"> • Enhance Education <ul style="list-style-type: none"> • Support CNI Traffic Safety programs • Improve availability of Motorcycle Safety training • PREVENT for all Zone A Sailors • Highway Patrol Training for returning units • Identify metrics to evaluate effectiveness/provide feedback 	<ul style="list-style-type: none"> • Enforce requirements <ul style="list-style-type: none"> • Accurately communicate training needs to CNI • Target Motorcycle Safety - completion of MSF course and use of proper PPE • Safety training for under 26yo - CNO POA&M action NLT June 2005 • Driving for Life on-line at NKO • AAA Driver Improvement Program (DIP)





IMPROVE AFLOAT SAFETY CULTURE

ASCAS - MARCH '04 RECOMMENDATIONS

- Complete all Afloat commands within FRP
- Incorporate into initial phase of FRP cycle
- Provide access and visibility to ISIC/TYCOM
- Expand/ Develop for ACU (LCAC/LCU) community

CULTURE WORKSHOP- MARCH '04 RECOMMENDATIONS

- Develop Workshop outline and facilitator pool
- Beta test on afloat units (1 surface/ 1 submarine)
- Identify Fleet Requirements

ACCOMPLISHMENTS/FUTURE WORK

- Linked to initial phase of FRP cycle via TYCOM training/readiness directives
- TYCOM funded changes to survey - ECD 31 Dec 04
 - Tailored to Afloat specific issues
 - Access and visibility to ISIC/TYCOM
 - Trend analysis capabilities
- Future Work
 - Expand/develop for ACU community
 - Identify problem areas for ISIC/TYCOM attention

ACCOMPLISHMENTS/FUTURE WORK

- RESFOR to support initiative
- SUBFOR "Operational Effectiveness Workshop"
 - Briefed to Squadron Commanders for feedback
 - Beta Test by Nov 04
- SURFOR working to prototype to ACU and ships
 - Beta Test by June 05
- Future Work
 - Further refinement after Beta Testing





SITE SAFETY SURVEYS / ORM

IMMERSION TRAINING

MARCH '04 RECOMMENDATIONS

- Modify OPNAVINST 5100.19D to link to FRP cycle
- Incorporate ACU (LCAC/LCU) Craft into Safety Surveys/ORM Immersion training
- Make results available through Chain of Command
- Fund annual requirement for NAVSAFECEN support

ACCOMPLISHMENTS

- Exceeded Afloat survey completion goals
- Survey periodicity to initial phase of FRP cycle
- Safety Center survey dbase - ISIC/TYCOM access
- Improved data processing for better trend analysis
- ISIC oversight in Safety Survey corrective actions
- FRP requirement in OPNAVINST 5100.19D

FUTURE WORK

- Develop specific ACU Safety Survey/ORM training
- Community specific ORM Review Boards
- TYCOM/ISIC use improved dbase - trends analysis
- Provide feedback, focus corrective actions





IMPLEMENTING "INTRUSIVE"

LEADERSHIP

"P4" ENCOURAGED CO FEEDBACK

GOOD IDEAS

- Stimulated good discussions among leadership
 - Prompted review and reevaluation of programs
 - Common threads:
 - Status quo not good enough
 - Leadership cares about sailors' off-duty time
 - Promote personal accountability
 - Focus on all - including over-achievers
- **EVERY SAILOR IS "AT RISK"**
 - Facilitates more thoughtful analysis and maintenance of follow-up dialogue with commands.
 - Performance indicators are inconclusive
 - Enhanced check-in/indoc process
 - Improved supervisor/Career Review Board action
 - Scorecard (ex: Driving Mishap indicator)
 - Leadership and peers must be observant and encouraged to inform chain of command
 - Life style changes (new vehicle, jet ski, etc)

- Barracks presence - break the 'frat' atmosphere
 - Resident Advisors
 - Frequent barracks inspections (weekly or more)
 - Daily leadership walk thrus
- Friday meetings - weekend plans
- Return to port briefs
- 'Improved' Safe Ride Home Program
- Add "aggressive driving" as Fatal Factors topic in routine training
- Improve mentoring and peer counseling
- Accept personal accountability

Bottom Line - Intrusive leadership is not intrusive if it is part of the ship's culture!



'Good' sailors play hard too
Navy-Marine Corps Safety



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QUESTIONS?



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